# The *Practical EQ* Emotional Intelligence Self-Assessment

This self-assessment questionnaire is designed to get you thinking about the various competences of emotional intelligence as they apply to your life. It does not pretend to be a validated psychometric test, and the answers you give might vary depending on your mood when you take it.

It is based on the five-competency model of emotional intelligence by Daniel Goleman in the book *Emotional Intelligence*.

#### How to complete the questionnaire

Complete each competency page (example below) and use the last page to chart your scores.

1.1 can e	xplain my d	actions:			
Almost	Daroly	Sometimes		Almost	
Never	Rarely	Sometimes	Usually X	Always	
0	1	2	3	4	3
	eople dor	n't see me as I se	ee myself:	T	
Almost Never	Paraly		Hanally	Almost	
Never	Rarely	Sometimes X	Usually	Always	
4	3	2	1	0	2
	<u>'</u>		<u> </u>	•	
3. Lunders	stand the f	eedback that d	thers give		
Almost				Almost	
Never	Rarely	Sometimes	Usually X	Always	
0	1	2	3	4	3
0	1	2	3	4	3
		2 curately what I		):	3
4. I can d Almost	escribe ac	curately what I	am feeling	a: Almost	3
4. I can d			am feeling	):	3
4. I can d Almost	escribe ac	curately what I Sometimes	am feeling	a: Almost	
4. I can d Almost	escribe ac	curately what I	am feeling	a: Almost	3
4. I can d Almost Never	escribe ac Rarely	curately what I Sometimes 2	am feeling Usually X 3	Almost Always	
4. I can d Almost Never 0  5. Things t	escribe ac Rarely	curately what I Sometimes	am feeling Usually X 3	Almost Always 4	
4. I can d Almost Never 0  5. Things t Almost	escribe ac Rarely  1 hat happe	Sometimes  2 en in my life mal	am feeling Usually X 3	Almost Always  4  me: Almost	
4. I can d Almost Never 0  5. Things t	escribe ac Rarely	curately what I Sometimes 2	am feeling Usually X 3	Almost Always 4	
4. I can d Almost Never 0  5. Things t Almost	escribe ac Rarely  1 hat happe	Sometimes  2 en in my life mal	am feeling Usually X 3	Almost Always  4  me: Almost Always	
4. I can d Almost Never  0  5. Things t Almost Never	escribe ac  Rarely  1  hat happe  Rarely	curately what I Sometimes  2 en in my life mal Sometimes  2	am feeling Usually X 3  ce sense to Usually	Almost Always  4  me: Almost Always X	3

### **Self-Awareness**

1. I can e	explain my	actions:			
Almost Never	Rarely	Sometimes	, , , , , , , , , , , , , , , , , , , ,		
0	1	2	3	4	
2. Other	people do	on't see me as	I see myse		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
3. I unde	rstand the	feedback tha	at others g	jive me:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
4. I can d	describe a	ccurately who	at I am fee	eling:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
5. Things	that happ	en in my life n	nake sens	e to me:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
		Total	for Self-Av	vareness:	

**Emotional Self-Awareness** is the ability to recognise what you are feeling, understanding your habitual emotional responses to events, and recognising how your emotions affect your behaviour and performance.

When you are self-aware, you see yourself as others see you, and have a good sense of your own abilities and current limitations.

# **Self-Management**

1. I can stay calm, even in difficult circumstances:					
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
2. I am p	rone to ou	utbursts of rage	e:		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
3. I feel n Almost Never	niserable: Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
				ĺ	
4. I get in	ritated by	things, other p	people or	myself:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
			•		
5. I get c	arried aw	ay and do thir	ngs I regre	†:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
Total for Self-Management:					

**Emotional Self-Management** is the ability to stay focused and think clearly even when experiencing powerful emotions.

Being able to manage your own emotional state is essential for taking responsibility for your actions, and can save you from hasty decisions that you later regret.

#### **Motivation**

					1	
1. I am clear about my goals for the future:						
Almost				Almost		
Never	Rarely	Sometimes	Usually	Always		
Ц						
0	1	2	3	4		
2. My ca	reer is mo	ving in the righ	nt direction	า:		
Almost Never	Rarely	Sometimes	Usually	Almost Always		
0	1	2	3	4		
	-					
		naintain my er	nthusiasm	when I		
Almost	er setbacl	KS.		Almost		
Never	Rarely	Sometimes	Usually	Always		
4	3	2	1	0		
·						
4. I feel e	excited wh	nen I think of m	ny goals:			
Almost				Almost		
Never □	Rarely	Sometimes	Usually	Always		
0	1	2	3	4		
	<b>'</b>	<u> </u>	•			
5. I act c	onsistently	to move tow	ards my g	oals:		
Almost Never	Rarely	Sometimes	Usually	Almost Always		
0	1	2	3	4		
	<u>'</u>		otal for Mo	otivation:		

**Motivation** is the ability to use your deepest emotions to move and guide you towards your goals. This ability enables you to take the initiative and to persevere in the face of obstacles and setbacks.

# **Empathy**

1. My co	lleagues c	are uncommur	nicative:		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
2. I get o	n well with	n each of my v	vork collec	agues:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
3. I find it	easy to "r	ead" other pe	ople's em	otions:	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
0	1	2	3	4	
4. It's unp	predictable	e how my colle			
4. It's unp		e how my colle			
4. It's unp any give Almost	predictable n situation	e how my colle	eagues wi	Il feel in	
4. It's unpany give Almost Never	n situation Rarely	e how my colle 1: Sometimes	eagues wi	Il feel in  Almost Always	
4. It's unpany give Almost Never  4  5. People	n situation Rarely  3	e how my colle 1: Sometimes	eagues wi	Almost Always	
4. It's unpany give Almost Never  4  5. People	n situation Rarely  3	e how my collents Sometimes  2	eagues wi	Almost Always	
4. It's unpany give Almost Never  4  5. People equally-t Almost	redictable n situation Rarely 3 choose talented c	e how my colled it.  Sometimes  2  To work with molleagues:	Usually  1 e in prefer	Almost Always D  rence to	

**Empathy** is the ability to sense, understand and respond to what other people are feeling.

Self-awareness is an essential underpinning of empathy. If you are not aware of your own emotions, you will not be able to read the emotions of others.

# **Relationship Management**

1. Lenco	unter diffi	cult people:				
Almost Never	Rarely	Sometimes Usi		Almost Always		
4	3	2	1	0		
2. I am c	omfortab	le talking to ar	nyone:			
Almost Never	Rarely	Sometimes	Usually	Almost Always		
0	1	2	3	4		
	eve win/w	in outcomes:				
Almost Never	Rarely	Sometimes	Usually	Almost Always		
0						
U	1	2	3	4		
U	1	2	3	4		
	ıncomfort	able when oth				
4. I feel u	ıncomfort					
4. I feel u emotion	incomfortal:	able when oth	ner people	e get Almost		
4. I feel u emotion Almost Never	ncomfortal:  Rarely	able when oth Sometimes	Usually	Almost Always		
4. I feel usemotion. Almost Never	Rarely 3	able when oth Sometimes   2	Usually	Almost Always		
4. I feel u emotion Almost Never	ncomfortal:  Rarely	able when oth Sometimes   2	Usually	Almost Always		
4. I feel usemotion. Almost Never  4  5. I suffer Almost	Rarely 3	able when oth Sometimes  2	Usually  1	Almost Always  O  Almost		

**Relationship Management** is the ability to manage, influence and inspire emotions in others.

Being able to handle emotions in relationships and being able to influence and inspire others are essential foundation skills for successful teamwork and leadership.

#### **Total Scores**

	Self-		Self-			Relationship
	Awarenes	s Man	agement	Motivation	Empathy	Management
20						
19						
18						
17						
16						
15						
14						
13						
12						
11						
10						
9						
8						
7						
6						
5						
4						
3						
2						
1						
0						
Toto	als:					

### Key

For each area, write the total in the bottom line, and shade in the box against the appropriate number to give a graphical representation of your overall score.

14-20	This area is a strength for you.
7-13	Some attention given to the aspects of this area you feel are weakest will pay dividends.
0-6	This is an area you need to give priority to developing.

You can find practical suggestions to develop each competency area of your emotional intelligence in the tips booklet 55 Ways to Increase Your Emotional Intelligence, available from www.practicaleq.com/products/.